

WOMEN IN ACTION

An Information Summary For the Federal Women's Program

Vol. 3 No. 4

Fall 1973

Paternity Leave Policy Negotiated at Labor

Male employees of the U. S. Department of Labor in Washington, D.C. will be allowed time off when their children are born — a benefit previously restricted to women — under a new collective bargaining agreement.

Under the two-year contract recently signed by the Department and Local 12, American Federation of Government Employees (AFGE), the men among approximately 5,000 employees covered must be allowed, upon request, to take up to 30 days leave for paternal purposes.

The time off will be charged to annual leave or taken without pay. In either case, however, leave must be granted by supervisors as a contractual right, so that homes and families are cared for.

Under the contract, paternal leave cannot begin more than 30 days before the expected delivery date nor extend more than 30 days afterwards.

"So far as I know, no other Federal department or agency offers this benefit," said Wallace C. Love, chairman of the negotiating committee for management.

The maximum time a woman can take maternal leave was doubled in the contract from 90 to 180 days. Sick leave will continue to be allowed for 42 days before birth and 56 days after. The remaining days can be taken in some combination of vacation pay or leave without pay.

The contract applies to more than 80 percent of the 6,000 employees of the department in the Washington area and excludes, for the most part, only management and personnel employees.

MS. MAYMI APPOINTED

Carmen Rosa Maymi has become the seventh Director of the Women's Bureau of the U. S. Department of Labor.

Ms. Maymi, a native of Santurce, Puerto Rico has been with the Bureau since June, 1972 first as a consultant and then as Associate Director for Program Development. She previously worked with the President's Cabinet Committee on Opportunities for the Spanish-speaking People.

In her new position, Ms. Maymi will direct programs to open more employment opportunities to women, eliminate sex discrimination in employment, and advance the welfare of women workers. The Women's Bureau, first established as the Woman-In-Industry Service in 1918, was made permanent in 1920. The Bureau's work is directed toward improving the status of women in the U. S. labor force.



In This Issue Don't Miss...

Recruitment News...
page 2

**Listing of Agency
Federal Women's
Program
Coordinators...**
pages 6, 7, 8

**President Nixon's
Women's Equality
Day Proclamation...**
page 9

**Fact Sheets on Sex
Discrimination...**
pages 10, 11, 12

Recruitment News

For persons interested in a career in law enforcement, the Deputy U.S. Marshall announcement is now open. Deputy U.S. Marshalls perform a variety of tasks such as serving civil writs and criminal warrants issued by the Federal courts; tracing and arresting persons wanted under court warrants; seizing and disposing of property under court orders; safeguarding and transporting prisoners; and preventing civil disturbances. They are required to carry firearms and to be proficient in their use. Working hours are often irregular.

For a GS-5, a candidate may have a bachelor's degree or three years of qualifying general experience which includes among others

- work involving the correctional treatment and supervision of criminal offenders;
- classroom teaching and instructing;
- sales work (other than taking and filling orders as in over-the-counter sales);
- active participation in community action programs such as volunteer teaching or counseling.

In addition to meeting the experience or education requirements, candidates must pass a written test.

For additional information, contact the nearest Federal Job Information Center as listed in the telephone directory or write to the U.S. Civil Service Commission, Washington Area Office, 1900 E. Street, NW, Washington, D.C. 20415.

In order to recruit qualified applicants to fill the large number of vacancies in the GS-510 Accounting Series and the GS-512 Internal Revenue Service Agent Series, a special salary rate has been authorized. A GS-5 now will receive \$9,931 per year and a GS-7 will receive \$10,965 per year.

To qualify for a GS-5 accounting position a candidate must have a bachelor's degree which includes 24 semester hour in accounting or auditing subjects, or equivalent experience; or a combination of equivalent education and experience; or certificate as a Certified Public Accountant.

For additional information, contact the nearest Federal Job Information Center as listed in the telephone directory or write to the U.S. Civil Service Commission, Washington Area Office, 1900 E Street, NW, Washington, D.C. 20415.

A recruitment ad from the Department of State—good idea! This appeared in the March 1973 issue of "M.B.A." magazine.

The Foreign Service Is Not a Male Chauvinist Organization



The Foreign Service Is Seeking Qualified People (Female and Male)

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- Representing U.S. views on economic issues to foreign governments
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Responsible for:

- Preparation and management of budget
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Appointments for the Foreign Service are made on the basis of competitive written and oral examinations.

I am interested in obtaining further information about a career in the Foreign Service.

Name

Address

Send to: Board of Examiners for the Foreign Service
Department of State, SA-15 Washington, D.C. 20520

In the Federal Government...

WOMAN'S PLACE IS

...where the the challenges are

in the National Park Service

Lorraine Mintzmyer, a National Park Service employee for 14 years, has been named superintendent of the Herbert Hoover Historic Site in West Branch, Iowa. She will be one of eight women who manage National Park Service areas. In her previous assignment as program coordinator of the Omaha office, Mrs. Mintzmyer was responsible for the formulation and coordination of professional and construction programs totaling \$520 million. She has also been the overseer of management reviews of master plans, wilderness studies, research reports and construction drawings.

in Wildlife Research

The Interior Department's Fish and Wildlife Service announced that Dr. Lucille F. Stickel has been appointed director of its Patuxent Wildlife Research Center in Laurel, Md. She is the agency's highest ranking woman and has been serving in this position in an acting capacity since last December.

Patuxent, with a staff of more than 100 persons in Laurel, is one of the Service's two largest research facilities. In addition, 10 field stations report to Patuxent.

In 1968, Dr. Stickel was one of seven persons to receive the Federal Woman's Award for outstanding contributions in Federal Service.

in the U.S. Court of Claims

Charlotte P. Murphy has been appointed the first woman commissioner of the U.S. Court of Claims. The 15 commissioners on the court serve as trial judges. Ms. Murphy had been working on tax litigation in the office of the chief counsel of the Internal Revenue Service since 1960.

in Weather Forecasting

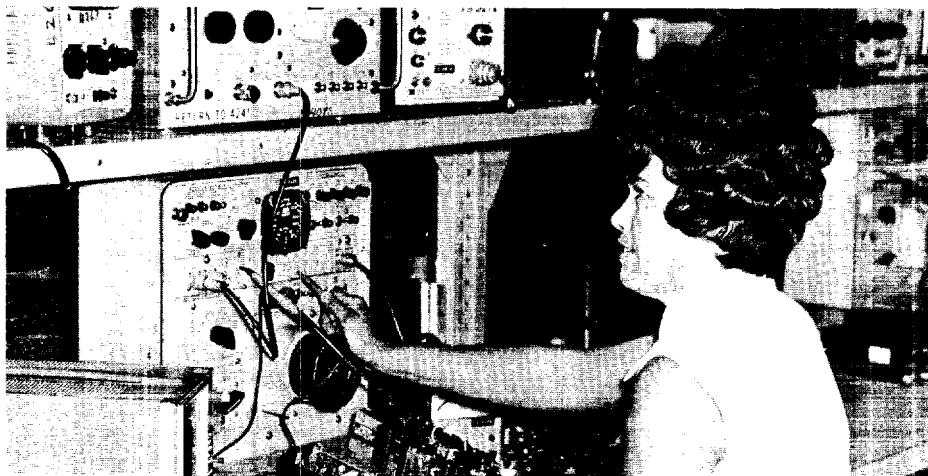
The first woman Lead Forecaster is Barbara McKain of the Cheyenne, Wyoming, National Weather Service.

Ms. McKain's education to meet the requirements of a professional meteorologist was acquired as time and money permitted. She attended Kearney State College in Nebraska; St. Thomas University in Texas; and has additional credits from Pennsylvania State College and Oregon State University.

in Health Compensation

Mrs. Nancy Snyder, as the newly appointed head of the Division of Coal Mine Workers' Compensation in the U.S. Department of Labor, will direct the revised Black Lung Benefits Program. Established by 1972 amendments to the Coal Mine Health and Safety Act, the Black Lung Benefits Program provides compensation to coal mine workers disabled by black lung disease, or to their survivors. The amendments transfer administration of the program to the Labor Dept. from the Department of Health, Education and Welfare.

in Apprenticeships



The first woman at the Naval Air Rework Facility, Jacksonville, Florida, to be designated "Outstanding Apprentice Graduate" is Mrs. Patricia A. Hinman.

Mrs. Hinman is now working as an Electronics Mechanic in the Avionics Division. She began her apprentice training in November, 1968 and completed four years of home studies, on-the-job and classroom training. Some of her subjects included computer electronics, countermeasures, sidelooking radars, navigational systems, binary arithmetic, Boolean algebra, trade theory, and drawing, in addition to related subjects such as electronic mathematics, science, and job communications. In her final year she studied organization and management.

She was rated by 11 different shop supervisors during on-the-job training and finished with a score of 58 out of a possible 60 points in shopwork and 95% in classroom grade average which was the best in the graduating class of 28. During six of her quarterly grade averages, Mrs. Hinman received 100% which surpasses any previous record in the apprentice training program.

Mrs. Hinman is one of two women who graduated in the 1973 class. Mrs. Vera A. Williams, the other graduate, is working as an Aircraft Instrument Mechanic. Since women have participated in the apprentice program, the Naval Air Rework Station has had seven women enrolled.

Resource Review

FACTS ABOUT WOMEN HEADS OF HOUSEHOLDS AND HEADS OF FAMILIES and CAREERS FOR WOMEN IN THE 70's are two pamphlets recently published by the Women's Bureau, U. S. Department of Labor.

FACTS is a ten-page pamphlet on women who support themselves or their families. For example, it reports:

- the number of women heads of households has increased 46% in the last decade
- three out of four families headed by women lived in metropolitan areas in March, 1972
- 53% of the women heads of families were in the labor force in March, 1972
- the median income of families headed by women was \$5,114 in 1971—the comparable figure for families headed by men was \$10,930

CAREERS FOR WOMEN IN THE 70's provides information on the kinds of jobs that will be in greatest demand during the 1970's. One of the conclusions reached by the Women's Bureau is that women must broaden their career aspirations and choose non-traditional vocations, since "openings in the usual 'women's' occupations will not be sufficient to supply jobs for all women seeking work . . ."

Both pamphlets may be obtained by writing the Women's Bureau, Department of Labor, Washington, D.C. 20210.

WE THE AMERICAN WOMEN has been published by the Bureau of the Census, Department of Commerce. It summarizes important 1970 census findings about women and uses illustrations, charts and graphs. Booklets may be ordered from the Superintendent of Documents, U. S. Government Printing Office, Washington, D.C. 20402 or from Commerce Department district offices in principal cities. Single copies are 40¢.

A revised edition of EXPANDING OPPORTUNITIES, a booklet published by the Federal Women's Program is now ready for distribution. It is an overview of the wide range of careers available to women in Federal employment and contains a brief statistical summary and history of women in U.S. Civil Service. There are over thirty photographs of women at work in not-so-typical fields. EXPANDING OPPORTUNITIES is valuable as a recruiting aid. Copies can be requested from the Federal Women's Program, Room 7540, U. S. Civil Service Commission, 1900 E. Street, N.W., Washington, D.C. 20415, from the Equal Employment Opportunity Representative of the U. S. Civil Service Commission Regional offices, and from the Superintendent of Documents, U. S. Government Printing Office, Washington, D.C. 20402 (request booklet by name and booklet number FEEO 1).

Action Lines

→ Six "Outstanding Federal Women" were honored June 6, 1973 in a special luncheon sponsored by the EEO Committee of the Detroit Federal Executive Board.

The awards were given to demonstrate to women in the community accomplishments that were made by women who work for the Government. Six categories of awards were presented: technical, secretarial, professional/scientific, and clerical/technical support.

A special feature of the awards luncheon was the presentation of college scholarships to two graduating high school seniors: Albertine Rita Alfaro and Alicia C. Aguirre. Money for the scholarships is provided by the Higher Education Opportunities Commission and the Federal Executive Board sponsored EEO Federal Women's Program Subcommittee.

→ As part of the first annual Equal Employment Awareness Week at the Mare Island Naval Shipyard Vallejo, California, a Career Development Day was held. Over half of the 650 women employees attended one of the two sessions.

Sue Lemmon, Federal Women's Program Coordinator spoke on women in the U.S. labor force and women at Mare Island. She exhorted the participants to carefully consider their employment situation and to review their plans to increase job opportunities.

Following the remarks by Ms. Lemmon, a panel discussion was held covering subjects ranging from the general EEO program, Merit Promotion, Job Descriptions, to how to obtain more training. The audience participation in the closing question and answer period demonstrated their interest.

→ "Woman's Place Is In The World," a seminar sponsored by the Greater Kansas City Federal Executive Board as an awareness-raising experience, was held June 8, 1973. The agenda covered many aspects of the Federal Women's Program and the feminist movement in general.

The keynote speaker at the seminar was Caroline Bird, author of **BORN FEMALE** and **EVERYTHING A WOMAN NEEDS TO KNOW IN ORDER TO GET PAID WHAT SHE'S WORTH**. Appropriately, her keynote address was "Women and Money." Other sessions centered on Roles of Women, "What is Equality?" and "A Psychological Point of View."

→ The Veterans Administration has ordered its field offices to now consider the income of the veteran's spouse in determining ability to repay a home loan obligation. In a July 18, 1973 release to field offices, the VA stated "In consideration of present day social and economic patterns, the Veterans Administration will hereafter recognize in full both the income and expenses of the veteran and spouse in determining ability to repay a loan obligation. VA regional offices have been instructed that there shall not be any discounting of income on account of sex or marital status in making such determinations."



Participants in the seminar pictured above are (from left to right): RADM R. R. Waesche, USCG (Ret.), Chairman of the Greater Kansas City Federal Executive Board, and Secretarial Representative, Dept. of Transportation; Mr. Jeffrey P. Hillelson, Regional Administrator, General Services Administration; Ms. Caroline Bird, author; and Ms. Sharon Barbee, Chairperson, Federal Women's Program Committee.

→ Meredith Morrow, a Staffing Clerk at the U.S. Civil Service Commission in Cheyenne has been elected chairwoman of the Governor's Committee on the Status of Women after being appointed to the Committee for a six year term by the Governor of Wyoming. In addition, she was nominated for the 1973 Civil Servant of the Year Award sponsored by the Cheyenne Association of Government Employees which resulted from her work to promote equal salaries in State government and day care centers for working mothers.

→ Department of the Treasury's U.S. Customs Service in New York held its first Federal Women's Program Career Day on May 23, 1973. On hand was a panel of experts to counsel and advise women in career development, advancement, training and changes in job series for positions in areas such as customs inspector, import specialist, customs patrol officer, staffing specialist and chemist.

→ The Department of Health, Education and Welfare (HEW) recently held a ceremony to honor winners of the Federal Women's Program Supervisory Awards. HEW Assistant Secretary for Administration and Management, Robert H. Marik, who made the presentation, noted that 96 nominations were received, the largest number ever for a Departmentwide award. Nominees ranged from supervisors at levels GS-3 to GS-18.

Leta O. Davis (also winner of the Federal Women's Program Supervisory Award for Region VII) from the Social Security Administration,

Kansas City, won the Award as "... the supervisor who encouraged self-improvement in her women employees, using capacities inherent in ordinary everyday supervision." Also honored at the ceremony were three Honorable Mention winners: Mr. Wilmot R. Hastings, General Counsel, Office of the Secretary; Mr. Bernard Kroll, National Institutes of Health; and Ms. Celia Wilson, Financial Management Office, Denver.



Patuxent River Naval Air Station, Maryland, now has a policewoman helping to patrol the 6,400 acre complex. Ms. Judith Goshorn (pictured above) shares all security responsibilities with her male counter-

parts and brings with her a background in law enforcement. She has been a store detective and has worked at several Navy installations as an investigator.

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Four Women Chosen as White House Fellows

Among this year's White House Fellows are an active feminist, an educator, a product manager and a marketing representative. These four women bring with them diverse professional and volunteer experiences which were recognized by a panel of Presidential appointees as outstanding (see WOMEN IN ACTION, FALL, 1972).

In September, all 18 White House Fellows will serve as special assistants to White House officials or to Cabinet officers in an area of their choice. The program is designed to allow the Fellows to gain expertise in Federal Government and then bring that knowledge back to the private sector.

- Barbara Hancock, a Program Analyst, Central Administration, in the East Windsor Regional School District. She is also an author of a book entitled "The Slums" and was hostess of a bi-weekly half-hour television show called "Express Yourself." She has worked as an elementary school assistant principal and has taught seminars in the area of Black Studies at Princeton University.

- Doris Meissner, the Executive Director of the National Women's Political Caucus. She also serves as a consultant to the University of Maryland National Think Tank project. She is a speaker on women's rights and women in politics.

- Ursula Farrell, the Eastern Regional Marketing Practices Representative of I.B.M., New York. Ms. Farrell has been active in forming community-based women's groups, teaching adult education programs at New York University, and teaching unskilled persons in I.B.M.'s voluntary education program.

- Betty Jean Shelton, Assistant Product Manager, New Enterprises, General Mills, Inc. Ms. Shelton is also a founder and member of the Board of Trustees, Urban Business Assistance Corporation, a non-profit organization which provides managerial assistance to minority-owned businesses in New York.

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THE PRESIDENT

PROCLAMATION 4236

Women's Equality Day

By the President of the United States of America

A Proclamation

Fifty-three years ago, on August 26, 1920, the Nineteenth Amendment was certified as part of our Constitution, assuring that "the right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex."

The struggle for women's suffrage, however, was only the first step toward full and equal participation of women in our Nation's life. In recent years, we have made other giant strides by attacking sex discrimination through our laws and by paving new avenues to equal economic opportunity for women. Today, in virtually every sector of our society, women are making important contributions to the quality of American life.

And yet, much still remains to be done. American women, though they represent a majority of our population, still suffer from myriad forms of discrimination.

In the pursuit of equal rights for women, the Federal Government must take the lead and set the example. As I reminded the heads of executive departments and agencies in 1971, American women represent an important reservoir of ability and dedication which Government must draw upon to a greater degree. I therefore directed at that time that the Government demonstrate its recognition of the equality of women by making greater use of their skills.

Last year, with the enactment of the Equal Employment Opportunity Act of 1972, a strong new statutory base was provided for furthering equal opportunity for women in the Federal Government. With the help of this new tool, Federal agencies are now carrying out affirmative action plans to guarantee full opportunity for the advancement of women in accordance with their abilities. During the past two years, the number of women in the middle and higher grade levels of Government employment has significantly increased. And we are determined to do better still.

While we are making great strides to eliminate outright job discrimination because of sex in the Federal Government, we must recognize that people's attitudes cannot be changed by laws alone. There still exist elusive prejudices born of mores and customs that stand in the way of progress for women. We must do all that we can to overcome these barriers against what is fair and right.

Because I firmly believe that women should not be denied equal protection of the laws of this Nation and equal opportunity to participate fully in our national life, I reaffirm again my support for the Equal Rights Amendment to the Constitution. This amendment can represent a giant step forward in achieving full equality of opportunity for all Americans as we approach the 200th birthday of our Nation. I hope it will be speedily ratified.

The Congress has, by House Joint Resolution 52, 93rd Congress, designated August 26, 1973, as Women's Equality Day, and authorized and requested the President to issue a proclamation in commemoration of that day in 1920 on which women of America were first guaranteed the right to vote.

NOW, THEREFORE, I, RICHARD NIXON, President of the United States of America, do hereby call upon the people of the United States and interested groups and organizations to observe August 26, 1973, as Women's Equality Day with appropriate ceremonies and activities. I further urge all our people to use this occasion to reflect on the importance of achieving equal rights and opportunities for women and to dedicate themselves anew to that great goal. For the cause of equal rights and opportunities for women is inseparable from the cause of human dignity and equal justice for all.

IN WITNESS WHEREOF, I have hereunto set my hand this sixteenth day of August, in the year of our Lord nineteen hundred seventy-three, and of the Independence of the United States of America the one hundred and ninety-eighth.

RICHARD NIXON

fact sheet no. 8

PROCEDURES FOR PROCESSING COMPLAINTS OF DISCRIMINATION IN FEDERAL EMPLOYMENT BASED ON RACE, COLOR, RELIGION, SEX OR NATIONAL ORIGIN

1. EMPLOYEE or APPLICANT contacts EQUAL EMPLOYMENT OPPORTUNITY COUNSELOR within 30 calendar days of the alleged discriminatory action. COUNSELOR has 21 calendar days to attempt informal resolution.
 2. EMPLOYEE or APPLICANT may file a complaint with EEO Officer (or other APPROPRIATE AGENCY OFFICIAL) if informal resolution cannot be effected, within 15 calendar days after his final interview with EQUAL EMPLOYMENT OPPORTUNITY COUNSELOR or after 21 calendar days from the first contact with the COUNSELOR about the matter if no informal resolution effected.
 3. EEO OFFICER advises DIRECTOR OF EQUAL EMPLOYMENT OPPORTUNITY, who assigns INVESTIGATOR from jurisdiction of agency other than that in which complaint arose.
 4. Investigation conducted. COMPLAINANT given a copy of the investigative file. EEO OFFICER provides opportunity for informal adjustment.
 5. If adjustment not made, EEO OFFICER notifies COMPLAINANT of proposed disposition, advises COMPLAINANT of right to hearing or decision without a hearing.
 6. If COMPLAINANT does not reply within 15 calendar days, EEO OFFICER may adopt proposed disposition as decision of the agency, providing he has been delegated this authority. Otherwise complaint is forwarded to AGENCY HEAD (or his designee) for agency decision.
 7. If COMPLAINANT asks for hearing, agency requests CIVIL SERVICE COMMISSION to assign EQUAL EMPLOYMENT OPPORTUNITY COMPLAINTS EXAMINER, who must be from an agency other than that in which complaint arose.
 8. COMPLAINTS EXAMINER reviews file; remands complaint to agency for further investigation if necessary; schedules and conducts hearing.
 9. Hearing recorded and transcribed verbatim. COMPLAINTS EXAMINER makes findings, analysis and recommended decision; forwards these and complaint file to AGENCY HEAD (or his designee).
 10. HEAD OF AGENCY (or his designee) makes agency decision, based on file, giving COMPLAINANT copy of COMPLAINTS EXAMINER'S recommended decision. Must give reasons for rejection or modification of the recommended decision.
 11. COMPLAINANT has right to appeal to Civil Service Commission's BOARD OF APPEALS AND REVIEW within 15 calendar days of agency decision or to file a civil action in FEDERAL DISTRICT COURT within 30 calendar days of agency decision.
 12. If COMPLAINANT elects to appeal to BOARD OF APPEALS AND REVIEW, he may file a civil action in FEDERAL DISTRICT COURT within 30 days of the Board's decision on the appeal.
 13. COMPLAINANT may file a civil action in FEDERAL DISTRICT COURT if final action on his complaint is not taken by agency within 180 days of filing or if final action is not taken on an appeal to BOARD OF APPEALS AND REVIEW within 180 days of filing.
- NOTE: COMPLAINANT has the right to be represented by a person of his own choosing at any stage in the presentation of a complaint, including the counseling stages.

fact sheet no. 9

A STUDY OF DISCRIMINATION COMPLAINTS BASED ON SEX

HOW MANY PEOPLE SEE EEO COUNSELORS?

During the first nine months of Fiscal Year 1973, Federal agencies reported 18,373 persons contacted EEO Counselors concerning problems related to equal employment opportunity including alleged discrimination on the basis of color, race, religion, sex or national origin.

HOW MANY PEOPLE ARE COUNSELED ON MATTERS RELATED TO ALLEGED SEX DISCRIMINATION COMPARED TO COUNSELING ON OTHER FORMS OF DISCRIMINATION?

During the first nine months of FY 1973, Federal agencies reported:

3,275 women were counseled concerning alleged sex discrimination	2,295 individuals were counseled concern- ing alleged discrimination based on national origin
897 men were counseled concerning alleged sex discrimination	439 individuals were counseled concern- ing alleged discrimination based on religion
11,467 individuals were counseled concern- ing alleged discrimination based on race/color	

*** 4,172 or 22.7% of those contacting EEO Counselors were counseled concerning alleged discrimination based on sex. 78.4% of those counseled on alleged sex discrimination were women.

HOW MANY PEOPLE ACTUALLY FILE COMPLAINTS ALLEGING SEX DISCRIMINATION COMPARED TO OTHER COMPLAINTS?

During the first nine months of FY 1973, Federal agencies reported 1,810 persons filed discrimination complaints.

HOW MANY PEOPLE FILE COMPLAINTS ALLEGING SEX DISCRIMINATION COMPARED TO OTHER COMPLAINTS?

During the first nine months of FY 1973, Federal agencies reported:

343 women filed formal complaints alleging sex discrimination	185 persons filed complaints of alleged dis- crimination based on national origin
76 men filed formal complaints alleging sex discrimination	95 persons filed complaints of alleged dis- crimination based on religion
1,111 persons filed complaints of alleged dis- crimination based on race/color	

*** 419 or 23.1% of the complaints filed were based on alleged sex discrimination. 81.8% of alleged discrimination complaints were filed by women.

Allegations of discrimination on the basis of race, color, religion, sex, and national origin are processed through the complaint system as stated by the complainant according to what he or she believes gave rise to the matter. These matters may include personnel actions, working conditions, management practices, and personal relationships on a formal as well as informal level. A detailed breakout of matters giving rise to the three hundred and twenty-nine discrimination complaints, filed on the basis of sex, and closed during the first 9 months of FY 1973 reveals the following:

Nonselection for Promotion	117	Promotional opportunity denied	5
Removal or Termination—not connected with RIF	28	Nonselection for a position (not a pro- motion)	6
General harassment	29	Nonselection for detail/transfer	3
Unequal treatment	27	Nonselection for initial appointment	4
Duty hours	20	Job classification	4
Nonselection for training	18	Hiring practices	4
Suspension	17	Step increase withheld	3
Reassignment/Reinstatement	7	Performance appraisal (rating)	3
Denied Leave	7	Reprimand	2
RIF (job abolished)	7	General Personnel Practices (miscel- laneous)	10
Duties (inequitably assigned, downgraded or removed)	8		<u>329</u>

During the period July 1, 1972 thru March 31, 1973, agencies reported 329 discrimination complaints filed on the basis of sex were closed in the following manner:

	<i>Female</i>	<i>Male</i>		<i>Female</i>	<i>Male</i>
Decision on the Merits	126	26	Rejection	22	15
Withdrawal	108	17	Cancellation	11	4

130 (40%) of the cases closed received some corrective or remedial action such as: promotion received, training opportunity received, counseling, priority consideration for next promotion, requested reassignment/detail received, agency improved personnel practices, and job reclassification/position reviewed.

ARE WOMEN USING THE COMPLAINT SYSTEM?

Yes, and sex discrimination complaints represent an increasing portion of the total discrimination complaint workload.

Sex Discrimination As Percent Of Total Closed Complaint Workload Reported During Fiscal Year

	<i>FY 1970</i>	<i>FY 1971</i>	<i>FY 1972</i>	<i>FY 1973</i> (Based on first nine months)
Total	16%	16%	16.5%	25.3%
Female ..	13%	14%	14%	20.5%
Male	3%	2%	2.5%	4.7%

THE FEDERAL WOMEN'S PROGRAM



U.S. CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415